Early Retirement Incentive What is it?

I.C. 33-1004G

One-time lump sum payment

Agree not to come back to work for an Idaho public school district where you would be eligible to participate in PERSI.

Do I Qualify?

- ✓ Currently contracted with an Idaho public school district FY 2005-2006
- ✓ Working in a certified position
- ✓ Will complete the current contract
- ✓ Eligible to be offered a contract FY 2006-2007
- ✓ Have not met the "Rule of 90" on 4/1/2006
- ✓ Between age 55 and 62 before 9/1/2006
- ✓ Completed 10 continuous full-time years with an Idaho public school district in a certified position prior to 9/1/2005
- ✓ Effective 9/1/2003, administrative personnel are not eligible.

How is the Payment Calculated?

- ✓ Based on how the state would reimburse your school district for your position
- ✓ Based on your personal information
- ✓ Based on data submitted to the State
 Department of Education on 9/27/2005 by your
 school district

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Base Salary (I.C. 33-1004E)

times Index (I.C. 33-1004A)

times % according to age (I.C. 33-1004G),

prorated if not working full time
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What Are Base Salaries FY 2005-2006?

→ Instructional - \$23,210



Per I.C. 33-1004E

How are Indexes Calculated?

Eligible staff are placed on the Experience & Education Multiplier Table based on the following:

- Years completed
- Degree claimed
- Additional college transcript credits
 - so earned beyond the degree reported AND initial certification
 - initial certification issue date of the certificate
 - ⋄ reported in semester credit hours only
 - ⋄ do not report in-service credits in this section

Experience and Education Multiplier

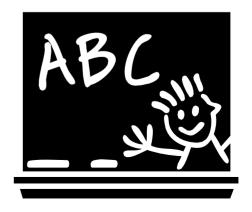
"Each instructional ... staff position shall be assigned an appropriate multiplier based on the following table:"

				MA	MA+12	MA+24	MA+36
Year	BA	BA+12	BA+24	BA+36	BA+48	BA+60	ES/DR
0	1.00000	1.03750	1.07640	1.11680	1.15870	1.20220	1.24730
1	1.03750	1.07640	1.11680	1.15870	1.20220	1.24730	1.29410
2	1.07640	1.11680	1.15870	1.20220	1.24730	1.29410	1.34260
3	1.11680	1.15870	1.20220	1.24730	1.29410	1.34260	1.39290
4	1.15870	1.20220	1.24730	1.29410	1.34260	1.39290	1.44510
5	1.20220	1.24730	1.29410	1.34260	1.39290	1.44510	1.49930
6	1.24730	1.29410	1.34260	1.39290	1.44510	1.49930	1.55550
7	1.29410	1.34260	1.39290	1.44510	1.49930	1.55550	1.61380
8	1.34260	1.39290	1.44510	1.49930	1.55550	1.61380	1.67430
9	1.39290	1.44510	1.49930	1.55550	1.61380	1.67430	1.73710
10	1.39290	1.49930	1.55550	1.61380	1.67430	1.73710	1.80220
11	1.39290	1.49930	1.55550	1.61380	1.73710	1.80220	1.86980
12	1.39290	1.49930	1.55550	1.61380	1.73710	1.86980	1.93990
13 or	1.39290	1.49930	1.55550	1.61380	1.73710	1.86980	2.01260
more							



Experience Factor

"In determining the **experience factor**, the actual years of teaching ... service in an <u>accredited</u> public school or in an <u>accredited</u> private or parochial school shall be credited."





Education Factor

"In determining the education factor, only credits earned after initial certification, based upon a transcript on file with the teacher certification office of the state department of education, earned at an institution of higher education accredited by the state board of education or a regional accrediting association, shall be allowed..."

What is the Percentage Based on My Age?

- ✓ Measured on 9/1/2006 (I.C. 33-1004G)
 - Age 55 = 55%
 - Age 56 = 50%
 - Age 57 = 45%
 - Age 58 = 40%
 - Age 59 = 30%
 - Age 60 = 30%
 - Age 61 = 20%
 - Age 62 = 20%
 - Age 63 = 0%

Example

%Joe is a full-time elementary teacher. He has a Masters degree plus 12 additional college credits. Joe has completed 25 years teaching and is 57 years old. The lump-sum payment would be calculated as follows:

 \triangle \$23,210 x 1.73710 x 45% x 1.00 fte = \$18,143.14 (gross subject to federal, state, FICA and Medicare withholdings)

How to Apply?

- ✓ Complete "Application for Early Retirement Incentive" Form (must be notarized)
- ✓ Send copy of proof of age with application
 - Drivers License,
 - · Passport, or
 - Birth Certificate

✓ Return to:

Public School Finance Idaho Department of Education P.O. Box 83720 Boise, Idaho 83720-0027

✓ Postmarked on or before April 1, 2006

How do I Get a Form?

XAvailable March 1, 2006

- √ From the district office
- ✓ Idaho Department of Education website http://www.sde.state.id.us/finance -"Features"
- ✓ Idaho Department of Education 208-332-6845

What Happens After I Apply?

- ✓ After April 1, 2006, your information will be verified with your school district
- ✓ PERSI will confirm that you have not met the Rule of 90 (etc.)
- ✓ We will notify you prior to June 1st whether your application is accepted and of the estimated gross amount based on information in database.
- ✓ If you feel there is an error with your data, contact your district immediately. Changes must be submitted by your district.
- ✓ On July 31, 2006, the money will be sent to your district.
- ✓ Your district will run the payment through its payroll system

What if I Choose to Withdraw My Application?

#Notify the Idaho Department of Education in writing no later than June 20, 2006